

# BENEFITS AND COMPENSATION

As an employee of the U.S. Department of State, you'll have access to a number of healthcare, educational and personal program benefits, as well as a wealth of professional training and development programs.

## PAY SCALES ?

U.S. Department of State employees are compensated based on government-regulated pay scales. The majority of Civil Service employees are paid using the GS (General Schedule) pay scale, while Foreign Service employees are paid based on the FS (Foreign Service) pay scale.



## BENEFITS

- Life Insurance
- Health Benefits Plan
- Family Medical Leave
- Long-term Care Insurance
- Annual Leave and Sick Leave
- Thrift Savings Plan, equivalent to 401(k) with Government Matching
- 10 Paid Holidays (for more Information on paid holidays, [click here](#))



## TRAINING AND DEVELOPMENT ?

Our workforce must stay on the cutting edge through professional development and distance learning that fosters the diplomatic, technical, managerial, and leadership skills needed to meet the challenges of the future.



**Foreign Service  
Institute**



**Career Planning &  
Training Resources**



**Civil Service  
Transition Programs**

